

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C 3512

**DO NOT WRITE IN THIS SPACE**

Case

13-CA-186446

Date Filed

10/18/16

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

(1) 1951 N. Milwaukee McDonald's and (2) McDonald's USA, LLC, joint employers

b. Tel. No.

(b) (6), (b) (7)(C)  
(2) 800-244-6227

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
(1) Approx. 50; (2) 100,000+

d. Address (Street, city, state, and ZIP code)

(1) 1951 N. Milwaukee, Chicago, IL 60647  
(2) 2111 McDonald's Drive, Oak Brook, IL 60523

e. Employer Representative

(b) (6), (b) (7)(C)

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Restaurant

j. Identify principal product or service  
Fast Food

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Joint Employers discharged employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) participation in protected Union and concerted activities and in an effort to discourage (b) (6), (b) (7)(C) and other employees from participating in such activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers Organizing Committee of Chicago

4a. Address (Street and number, city, state, and ZIP code)

850 W. Jackson, Suite 275  
Chicago, IL 60607

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No. (b) (6), (b) (7)(C)

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Barry M. Bennett, Lawyer

(Print/type name and title or office, if any)

Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich  
8 South Michigan Avenue, 19th Floor, Chicago, IL 60603

Address

Tel. No.

(312) 372-1361

Office, if any, Cell No.

Fax No.

(312) 372-6599

e-Mail

bbennett@laboradvocates

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Cases

Case Number	Case Name	Case Actions	Date Filed	Status	IA Category	Charging Party Petitioner	Blocked	Topics	Dispute/Unit City	Dispute/Unit State	Charged Party Employer	No. 8(b)(2) Discriminatees	No. 8(a)(3) Discriminatees	No. of Employees on Petition/Charge	Description	Inquiry Id	Type	Sub Type	Team	Field Agent	Field Supervisor	Barg Status	Closed Reason	Date Closed	New	File O	Method of Contact		
13-CA-179428	5153 W. Chicago McDonald's and McDonald's USA, LLC, joint employers	Case Actions	7/1/2016	Open	3	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA LLC		5	50	(b) (6), (b) (7)(C)			CA	CTERRELL	CTERRELL	KGIANOPU	None				(b) (7)(E)	Written		
13-CA-177346	5153 West Chicago McDonald's and McDonald's USA, LLC, joint employers	Case Actions	5/27/2016	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA LLC		2	140,000				CA	CTERRELL	CTERRELL	KGIANOPU	None							Written
13-CA-175385	RMC Enterprises, LLC and McDonald's USA, LLC, joint employers	Case Actions	5/3/2016	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC, joint employers		1	100,050				CA	CORTEGA	CORTEGA	JHOFSTRA	None	Withdrawal Non-adjusted	7/18/2016				Written	
13-CA-174626	Loftons Holdings Seven, Inc., d/b/a 5153 West Chicago McDonald's and McDonald's USA, LLC, joint employers	Case Actions	4/21/2016	Closed	3	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC		1	100,050				CA	TPORTER	TPORTER	RPAZ	None	Withdrawal Adjusted	4/27/2016				Written	
13-CA-172669	McDonald's and McDonald's USA, LLC	Case Actions	3/28/2016	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonalds USA, LLC		1	50				CA	ECASTILL	ECASTILL	JMUTH	None	Withdrawal Non-adjusted	4/13/2016				Written	
13-CA-165285	Lofton Holdings Four, LLC and McDonald's USA, LLC, joint employers	Case Actions	12/1/2015	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC, joint employers		3	100,040				CA	HGUTIERR	HGUTIERR	JSCHRAND	None							Written
13-CA-159428	Karavites Restaurant, Inc. and McDonald's USA, LLC, joint employers	Case Actions	9/3/2015	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC		1	145,000				CA	ECASTILL	ECASTILL	JMUTH	None							Written
13-CA-151797	McDonald's Restaurants of Illinois, Inc. and McDonald's USA, LLC, joint employers	Case Actions	5/6/2015	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonalds USA, LLC		1	100,045				CA	AHAMPTON	AHAMPTON	JSCHRAND	None	Withdrawal Non-adjusted	12/1/2015				Written	
13-CA-150433	Tailormade McD, Inc. d/b/a McDonald's and McDonald's USA, LLC, Joint Employers	Case Actions	4/20/2015	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	Tailormade McD, Inc. d/b/a McDonald's and McDonald's USA, LLC., Joint Employers		1	40				CA	MHENSEL	MHENSEL	RPAZ	None	Withdrawal Non-adjusted	7/2/2015	👉			Written	
13-CA-148538	Loftons Holdings Seven, Inc. d/b/a McDonald's and McDonald's USA, LLC, Joint Employers	Case Actions	3/19/2015	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC		1	100,050				CA	ECORTEZ	ECORTEZ	RPAZ	Organizational Campaign	Dismissal Non-adjusted	8/26/2015				Written	
13-CA-147394	PMA MCD, Inc., d/b/a McDonald's, 5500 W. Cermak Rd., Cicero, IL and McDonald's USA, LLC, Joint Employers	Case Actions	3/2/2015	Open	2	Workers Organizing Committee of Chicago	No		Cicero	IL	McDonald's USA, LLC		1	100,060				CA	ECASTILL	ECASTILL	JMUTH	None							Written
13-CA-147150	McDonald's USA/Joint Employers	Case Actions	2/26/2015	Open	1	Workers Organizing Committee of Chicago	No		Oak Brook	IL	McDonalds USA, LLC			1,000				CA	MHENSEL	MHENSEL	RPAZ	None							Written
13-CA-145912	Seven MCD, Inc. d/b/a McDonald's and McDonald's USA, LLC, joint employers	Case Actions	2/5/2015	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonalds USA, LLC		1	40				CA	ECORTEZ	ECORTEZ	RPAZ	None							Written
13-CA-145869	6336 S. Ashland McDonald's and McDonald's USA, LLC, joint employers	Case Actions	2/5/2015	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA LLC		1	32				CA	EGALLIAN	EGALLIAN	PPROKOP	None	Withdrawal Non-adjusted	2/26/2015				Written	
13-CA-144963	PMA MCD, Inc., d/b/a McDonald's, 5500 W. Cermak Rd., Cicero, IL, a McDonald's Franchisee, and McDonald's USA, LLC, Joint Employers	Case Actions	1/23/2015	Open	3	Workers Organizing Committee of Chicago	No		Cicero	IL	PMA MCD, Inc., d/b/a McDonald's, 5500 W. Cermak Rd., Cicero, IL		1	60				CA	ECASTILL	ECASTILL	JMUTH	None							Written
13-CA-144007	Mashayo, Inc., a McDonald's Franchisee, and McDonald's USA, LLC., joint employers	Case Actions	1/7/2015	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA LLC		1	100,035	CA	AHAMPTON	AHAMPTON	JSCHRAND	None						Written				
13-CA-143107	PMA, LLC, a McDonald's Franchisee, and McDonald's USA LLC, joint employers	Case Actions	12/17/2014	Open	2	Workers Organizing Committee of Chicago	No		Cicero	IL	McDonald's		9	62	CA	EGALLIAN	EGALLIAN	PPROKOP	None						Written				
13-CA-142517	Loftons Holdings Seven, Inc. a McDonald's Franchisee, and	Case Actions	12/8/2014	Open	2	Workers Organizing Committee	No		Chicago	IL	McDonalds USA, LLC		1	50	CA	ECORTEZ	ECORTEZ	RPAZ	None							Visit			

[illegible]

128629	McDonald's USA, LLC joint employers	Actions	5/13/2014	Closed	2	Committee of Chicago	No		Chicago	IL	Group d/b/a McDonald's USA LLC			50		(b) (6), (b) (7)(C)	CA	JPROKOP	JPROKOP	JHOFSTRA	None	Non-adjusted	6/5/2014		(b) (7)(E)	Written
13-CA-126312	(1) Lofton & Lofton Management V, Inc. d/b/a McDonald's/23 N Western Avenue and (2) McDonald's USA, LLC, joint employers	Case Actions	4/10/2014	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	O'Rourke Investment Group d/b/a McDonald's USA LLC			100,000			CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	6/12/2014			Written
13-CA-124993	McDonald's USA, LLC	Case Actions	3/21/2014	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			60			CA	JPROKOP	JPROKOP	RPAZ	None	Withdrawal Non-adjusted	5/2/2014			Written
13-CA-124812	Kara Vites Restaurant 5895, Inc. a McDonald's Franchise and McDonald's USA, LLC, Joint Employers	Case Actions	3/19/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			140,000			CA	JPROKOP	JPROKOP	RPAZ	None					Written
13-CA-124813	V.Oviedo, Inc. A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	3/19/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC			100,055			CA	JPROKOP	JPROKOP	RPAZ	None					Written
13-CA-124488	Karavites McDonald's and McDonald's USA, LLC, named as joint employers	Case Actions	3/14/2014	Closed	2	Workers Organizing Committee of Chicago	No		River Forest	IL	Karavites McDonald's		2	30			CA	CSCHLABO	CSCHLABO	KGIANOPU	None	Withdrawal Non-adjusted	5/30/2014			Written
13-CA-124362	McDonald's/McDonald's Corporation, joint employers	Case Actions	3/13/2014	Closed	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's		5	60			CA	CSCHLABO	CSCHLABO	KGIANOPU	None	Withdrawal Adjusted	3/25/2014			Written
13-CA-124213	Nornat, Inc., a McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	3/11/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	O'Rourke Investment Group d/b/a McDonald's USA LLC		5	50			CA	ECORTEZ	ECORTEZ	RPAZ	None					Written
13-CA-123916	V. Oviedo, Inc. A McDonald's Franchisee, and McDonald's USA, LLC, Joint Employers	Case Actions	3/6/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	O'Rourke Investment Group d/b/a McDonald's USA LLC		1	50			CA	JPROKOP	JPROKOP	RPAZ	None					Phone
13-CA-123699	K. Mark Enterprises, LLC A McDonald's Franchisee and McDonald's USA, LLC, Joint Employers	Case Actions	3/4/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	O'Rourke Investment Group d/b/a McDonald's USA LLC		1	60			CA	JPROKOP	JPROKOP	JHOFSTRA	None					Written
13-CA-121759	McDonald's Restaurants of Illinois, Inc.	Case Actions	2/3/2014	Open	2	Workers Organizing Committee of Chicago	No		Chicago	IL	McDonald's USA, LLC		0	60			CA	JPROKOP	JPROKOP	RPAZ	None					Visit



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-1443

Agency Website:  
[www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



Download  
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Mobile App

October 19, 2016

**(b) (6), (b) (7)(C)**

1951 North Milwaukee McDonald's  
1951 North Milwaukee Avenue  
Chicago, IL 60647-4338

McDonald's USA, LLC  
2111 McDonald's Drive  
Oak Brook, IL 60523

Re: 1951 N. Milwaukee McDonald's and  
McDonald's USA, LLC, joint employers  
Case 13-CA-186446

Dear **(b) (6), (b) (7)(C)**:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner Jay B. Greenhill whose telephone number is (312)353-7628 and e-mail address is [jay.greenhill@nlrb.gov](mailto:jay.greenhill@nlrb.gov). If this Board agent is not available, you may contact Supervisory Examiner Kate Gianopulos whose telephone number is (312)353-4162.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge by November 1, 2016. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your

October 19, 2016

written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in dark ink, appearing to read 'Peter Sung Ohr', with a long horizontal line extending to the right.

Peter Sung Ohr  
Regional Director

JBG/dg

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



Revised 3/21/2011

## NATIONAL LABOR RELATIONS BOARD

**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

13-CA-186446

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (*Check the largest amount*)  
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (*If yes, name and address of association or group.*)**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**NAME AND TITLE (*Type or Print*)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**1951 N. MILWAUKEE MCDONALD'S AND  
MCDONALD'S USA, LLC, JOINT EMPLOYERS**

Charged Party

and

**WORKERS ORGANIZING COMMITTEE OF  
CHICAGO**

Charging Party

**Case 13-CA-186446**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on October 19, 2016, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

**(b) (6), (b) (7)(C)**

1951 North Milwaukee McDonald's  
1951 North Milwaukee Avenue  
Chicago, IL 60647-4338

McDonald's USA LLC  
2111 McDonald's Drive  
Oak Brook, IL 60523

October 19, 2016

\_\_\_\_\_  
Date

Denise Gatsoudis, Designated Agent of  
NLRB

\_\_\_\_\_  
Name

*/s/ Denise Gatsoudis*

\_\_\_\_\_  
Signature





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-1443

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341



Download  
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Mobile App

October 19, 2016

Workers Organizing Committee of Chicago  
850 West Jackson, Suite 275  
Chicago, IL 60607

Re: 1951 N. Milwaukee McDonald's and  
McDonald's USA, LLC, joint employers  
Case 13-CA-186446

Dear Sir or Madam:

The charge that you filed in this case on October 18, 2016 has been docketed as case number 13-CA-186446. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner Jay B. Greenhill whose telephone number is (312)353-7628. If this Board agent is not available, you may contact Supervisory Examiner Kate Gianopulos whose telephone number is (312)353-4162.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in dark ink, appearing to be "Peter Sung Ohr", written over a horizontal line.

Peter Sung Ohr  
Regional Director

cc: Barry M. Bennett, Attorney at Law  
Dowd Bloch Bennett Cervone Auerbach  
& Yokich  
8 South Michigan Avenue, Suite 1900  
Chicago, IL 60603-3315

## EMPLOYEE ACTION FORM

EMPLOYEE NAME: (b) (6), (b) (7)(C)

TIME:

(b) (6), (b) (7)(C)

DATE:

(b) (6), (b) (7)(C)

STORE: (b) (6), (b) (7)(C)

### REPRIMAND/DISCIPLINE

(b) (6), (b) (7)(C)  
01 POOR PERFORMANCE  
02 INCOMPLETE UNIFORM  
03 POOR APPEARANCE/HYGIENE  
04 INTERFERENCE WITH EMPLOYEES  
05 REGISTER SHORTAGE/VIOLATIONS  
06 UNEXCUSED TARDINESS  
07 UNEXCUSED ABSENCE  
08 POOR CUSTOMER RELATIONS

(b) (6), (b) (7)(C)

09 ABUSIVE LANGUAGE / ARGUING / FIGHTING  
10 UNCOOPERATIVE  
11 VIOLATION OF FOOD POLICY  
12 INSUBORDINATION  
13 USE/POSSESSION OF DRUGS OR ALCOHOL  
14 THEFT OF MONEY /MERCHANDISE  
15 SECURITY POLICY VIOLATION  
16 OTHER (EXPLANATION REQUIRED)

E (b) (6), (b) (7)(C)

EMPLOYEE SIGNATURE: (b) (6), (b) (7)(C)  
MY SIGNATURE ACKNOWLEDGES RECEIPT OF THIS INFORMATION

MANAGER SIGNATURE:

(b) (6), (b) (7)(C)

WITNESS SIGNATURE:  
IN CASE EMPLOYEE REFUSES TO SIGN OR INCIDENTS OF TERMINATION

REFUSAL TO SIGN THIS ACKNOWLEDGEMENT COULD LEAD TO TERMINATION DUE TO  
INSUBORDINATION.

### EMPLOYEE COMMENT SECTION:

**EMPLOYEE ACTION FORM****EMPLOYEE NAME:****STORE:**

(b) (6), (b) (7)(C)

**TIME:****DATE:**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

20/11

**REPRIMAND/DISCIPLINE**

01 POOR PERFORMANCE  
02 INCOMPLETE UNIFORM  
03 POOR APPEARANCE/HYGIENE  
04 INTERFERENCE WITH EMPLOYEES  
05 REGISTER SHORTAGE/VIOLATIONS  
06 UNEXCUSED TARDINESS  
07 UNEXCUSED ABSENCE  
08 POOR CUSTOMER RELATIONS

09 ABUSIVE LANGUAGE / ARGUING / FIGHTING  
10 UNCOOPERATIVE  
11 VIOLATION OF FOOD POLICY  
12 INSUBORDINATION  
13 USE/POSSESSION OF DRUGS OR ALCOHOL  
14 THEFT OF MONEY /MERCHANDISE  
15 SECURITY POLICY VIOLATION  
99 OTHER (EXPLANATION REQUIRED)

**EXPLANATION:**

I had a conversation with (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C) availability (b) (6), (b) (7)(C) had told me (b) (6), (b) (7)(C) only wanted to work a few days because (b) (6), (b) (7)(C) could not do (b) (6), (b) (7)(C) now (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) wants to do (b) (6), (b) (7)(C) if it is possible. (b) (6), (b) (7)(C) we agreed (b) (6), (b) (7)(C) will do (b) (6), (b) (7)(C) if I need (b) (6), (b) (7)(C)

**EMPLOYEE SIGNATURE:**

MY SIGNATURE ACKNOWLEDGES RECEIPT OF THIS INFORMATION

**MANAGER SIGNATURE:**

(b) (6), (b) (7)(C)

**WITNESS SIGNATURE:**

IN CASE EMPLOYEE REFUSES TO SIGN OR INCIDENTS OF TERMINATION

REFUSAL TO SIGN THIS ACKNOWLEDGEMENT COULD LEAD TO TERMINATION DUE TO INSUBORDINATION.

**EMPLOYEE COMMENT SECTION:**

**EMPLOYEE ACTION FORM****EMPLOYEE NAME:**

(b) (6), (b) (7)(C)

**TIME:**

(b) (6), (b) (7)(C)

**DATE:**

(b) (6), (b) (7)(C)

**STORE:**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

/2016

**REPRIMAND/DISCIPLINE**

- (b) (6), (b) (7)(C)
- 01 POOR PERFORMANCE
  - 02 INCOMPLETE UNIFORM
  - 03 POOR APPEARANCE/HYGIENE
  - 04 INTERFERENCE WITH EMPLOYEES
  - 05 REGISTER SHORTAGE/VIOLATIONS
  - 06 UNEXCUSED TARDINESS
  - 07 UNEXCUSED ABSENCE
  - 08 POOR CUSTOMER RELATIONS

- (b) (6), (b) (7)(C)
- 09 ABUSIVE LANGUAGE / ARGUING / FIGHTING
  - 10 UNCOOPERATIVE
  - 11 VIOLATION OF FOOD POLICY
  - 12 INSUBORDINATION
  - 13 USE/POSSESSION OF DRUGS OR ALCOHOL
  - 14 THEFT OF MONEY /MERCHANDISE
  - 15 SECURITY POLICY VIOLATION
  - 99 OTHER (EXPLANATION REQUIRED)

**EXPLANATION:**

(b) (6), (b) (7)(C) was schedule to work today  
at (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C) came around (b) (6), (b) (7)(C) ready to work the manager (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) was sched to work at (b) (6), (b) (7)(C) told  
(b) (6), (b) (7)(C) was not coming at (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C)  
could not come. we had to look for a person to replace (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C) we call (b) (6), (b) (7)(C) several times to ask (b) (6), (b) (7)(C) why  
(b) (6), (b) (7)(C) was not coming but (b) (6), (b) (7)(C) never answer (b) (6), (b) (7)(C)  
phone. (b) (6), (b) (7)(C) needs to talk to (b) (6), (b) (7)(C) tomorrow to confir  
(b) (6), (b) (7)(C) is coming (b) (6), (b) (7)(C)

**EMPLOYEE SIGNATURE:**

MY SIGNATURE ACKNOWLEDGE

**MANAGER SIGNATURE:****WITNESS SIGNATURE:**

IN CASE EMPLOYEE REFUSES TO SIGN OR INCIDENTS OF TERMINATION

REFUSAL TO SIGN THIS ACKNOWLEDGEMENT COULD LEAD TO TERMINATION DUE TO INSUBORDINATION.

**EMPLOYEE COMMENT SECTION:**





(b) (6),

2016 4:25PM

McDonalds #6771

17732761343

p. 1

**EMPLOYEE ACTION FORM****EMPLOYEE NAME:**

(b) (6), (b) (7)(C)

**TIME:**

(b) (6), (b) (7)(C)

**DATE:**

(b) (6), (b) (7)(C)

**STORE:**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

/2016

**REPRIMAND/DISCIPLINE**

- (b) (6), (b) (7)(C)
- 01 POOR PERFORMANCE
  - 02 INCOMPLETE UNIFORM
  - 03 POOR APPEARANCE/HYGIENE
  - 04 INTERFERENCE WITH EMPLOYEES
  - 05 REGISTER SHORTAGE/VIOLATIONS
  - 06 UNEXCUSED TARDINESS
  - 07 UNEXCUSED ABSENCE
  - 08 POOR CUSTOMER RELATIONS

- (b) (6), (b) (7)(C)
- 09 ABUSIVE LANGUAGE / ARGUING / FIGHTING
  - 10 UNCOOPERATIVE
  - 11 VIOLATION OF FOOD POLICY
  - 12 INSUBORDINATION
  - 13 USE/POSSESSION OF DRUGS OR ALCOHOL
  - 14 THEFT OF MONEY /MERCHANDISE
  - 15 SECURITY POLICY VIOLATION
  - 19 OTHER (EXPLANATION REQUIRED)

**EXPLANATION:**

(b) (6), (b) (7)(C) Today I had call (b) (6), (b) (7)(C) to confir  
(b) (6), (b) (7)(C) was coming to work because (b) (6), (b) (7)(C) did r  
showed up (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) d  
not see (b) (6), (b) (7)(C) eschedule. (b) (6), (b) (7)(C) was yelling at  
me over the phone telling me why we did  
not give (b) (6), (b) (7)(C) hours and saying (b) (6), (b) (7)(C) was  
not goin to kiss my feet or keep begging  
for hours. I told (b) (6), (b) (7)(C) not to talk to me like  
that and not to insult me. and

**EMPLOYEE SIGNATURE:**

MY SIGNATURE ACKNOWLEDGES RECEIPT OF THIS INFORMATION

**MANAGER SIGNATURE:****WITNESS SIGNATURE:**

IN CASE EMPLOYEE REFUSES TO SIGN OR INCIDENTS OF TERMINATION

REFUSAL TO SIGN THIS ACKNOWLEDGEMENT COULD LEAD TO TERMINATION DUE TO  
INSUBORDINATION.

**EMPLOYEE COMMENT SECTION:**

(b) (6), (b) (7)(C)

## EMPLOYEE ACTION FORM

EMPLOYEE NAME (b) (6), (b) (7)(C)

TIME (b) (6), (b) (7)(C)

DATE: (b) (6), (b) (7)(C) 2-16

### REPRIMAND/DISCIPLINE

(b) (6), (b) (7)(C)  
01 POOR PERFORMANCE  
02 INCOMPLETE UNIFORM  
03 POOR APPEARANCE/HYGIENE  
04 INTERFERENCE WITH EMPLOYEES  
05 REGISTER SHORTAGE/VIOLATIONS  
06 UNEXCUSED TARDINESS  
07 UNEXCUSED ABSENCE  
08 POOR CUSTOMER RELATIONS

(b) (6), (b) (7)(C)  
09 ABUSIVE LANGUAGE / ARGUING / FIGHTING  
10 UNCOOPERATIVE  
11 VIOLATION OF FOOD POLICY  
12 INSUBORDINATION  
13 USE/POSSESSION OF DRUGS OR ALCOHOL  
14 THEFT OF MONEY /MERCHANDISE  
15 SECURITY POLICY VIOLATION  
99 OTHER (EXPLANATION REQUIRED)

### EXPLANATION:

(b) (6), (b) (7)(C) was (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C) also has dependability issues at this time  
(b) (6), (b) (7)(C) no longer works for Solano - (b) (6), (b) (7)(C)

### EMPLOYEE SIGNATURE:

MY SIGNATURE ACKNOWLEDGES RECEIPT OF THIS INFORMATION

MANAGER SIGNATURE

(b) (6), (b) (7)(C)

WITNESS SIGNATURE:

IN CASE EMPLOYEE REFUSES TO SIGN OR INCIDENTS OF TERMINATION

REFUSAL TO SIGN THIS ACKNOWLEDGEMENT COULD LEAD TO TERMINATION DUE TO INSUBORDINATION.

### EMPLOYEE COMMENT SECTION:



S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) /2016

(b) (6), (b) (7)(C)

Pay Period ending (b) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	
Reg Hours	(b) (6), (b) (7)(C)		Insurance	(b) (6), (b) (7)(C)		Pay Rate
2nd Loc			Car/Phone Allow.			(b) (6), (b) (7)(C)
Ovt Hours			Rally Prize			Hire Date
Reg Pay						(b) (6), (b) (7)(C)
Ovt Pay						
Other Pay						
Vacation Pay			Insurance Reimb.			
Bonus Pay			Dental/Vision Ins.			
Gross Pay						
Fica Total						
Federal						
State			<u>Other Information</u>	<u>Amount</u>	Marital Status (for tax purposes)	(b) (6), (b) (7)(C)
City/Local			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions	
SDI			Extra State		State Exemptions	
Insurance						

(b) (6), (b) (7)(C)

(b) /2016

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No. (b) (6), (b) (7)(C)

Check Date (b) (6), (b) (7)(C) /2016

Net Pay --> (b) (6), (b) (7)(C)

Pay Period ending (b) (6), (b) (7)(C) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	
Reg Hours	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Insurance	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Pay Rate (b) (6), (b) (7)(C)
2nd Loc			Car/Phone Allow.			Hire Date (b) (6), (b) (7)(C)
Ovt Hours			Rally Prize			
Reg Pay						
Ovt Pay						
Other Pay						
Vacation Pay			Insurance Reimb.			
Bonus Pay			Dental/Vision Ins.			
Gross Pay						
Fica Total						
Federal	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	<u>Other Information</u>	<u>Amount</u>	Marital Status (for tax purposes)	(b) (6), (b) (7)(C)
State			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions	
City/Local			Extra State	(b) (6), (b) (7)(C)	State Exemptions	
SDI						
Insurance						

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) /2016

(b) (6), (b) (7)(C)

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) (6), (b) (7)(C) /2016

Pay Period ending (b) (6), (b) (7)(C) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	
Reg Hours	(b) (6), (b) (7)(C)		Insurance	(b) (6), (b) (7)(C)		Pay Rate
2nd Loc			Car/Phone Allow.			(b) (6), (b) (7)(C)
Ovt Hours			Rally Prize			
Reg Pay						Hire Date
Ovt Pay						(b) (6), (b) (7)(C)
Other Pay						
Vacation Pay			Insurance Reimb.			
Bonus Pay			Dental/Vision Ins.			
Gross Pay						
Fica Total						
Federal						
State			<u>Other Information</u>	<u>Amount</u>	Marital Status (for tax purposes)	(b) (6), (b) (7)(C)
City/Local			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions	
SDI			Extra State		State Exemptions	
Insurance						

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) /2016

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)

SOLDECA, LLC

Store# (b) (6), (b) (7)

(b) (6), (b) (7)(C)

Check No.  
Check Date  
Net Pay -->

(b) /2016  
(b) (6), (b) (7)

Pay Period ending (b) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	
Reg Hours	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Insurance	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Pay Rate
2nd Loc			Car/Phone Allow.			(b) (6), (b) (7)
Ovt Hours			Rally Prize			Hire Date
Reg Pay						(b) (6), (b) (7)(C)
Ovt Pay						
Other Pay						
Vacation Pay			Insurance Reimb.			
Bonus Pay			Dental/Vision Ins.			
Gross Pay						
Fica Total						
Federal	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	<u>Other Information</u>	<u>Amount</u>	Marital Status (for tax purposes)	(b) (6), (b) (7)
State			Extra Federal	(b) (6), (b) (7)	Federal Exemptions	
City/Local			Extra State		State Exemptions	
SDI						
Insurance						

(b) (6), (b) (7)(C)

(b) /2016

(b) (6), (b) (7)

(b) (6), (b) (7)(C)

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) (6), (b) (7)(C)

/2016

(b) (6), (b) (7)(C)

Pay Period ending (b) (6), (b) (7)(C) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	<u>Pay Rate</u>
Reg Hours	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Insurance	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
2nd Loc			Car/Phone Allow.			
Ovt Hours			Rally Prize			
Reg Pay						Hire Date
Ovt Pay						(b) (6), (b) (7)(C)
Other Pay						
Vacation Pay			Insurance Reimb.			
Bonus Pay			Dental/Vision Ins.			
Gross Pay						
Fica Total						
Federal	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	<u>Other Information</u>	<u>Amount</u>	Marital Status (for tax purposes)	(b) (6), (b) (7)(C)
State			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions	(b) (6), (b) (7)(C)
City/Local			Extra State		State Exemptions	
SDI						
Insurance						

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) /2016

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) /2016

(b) (6), (b) (7)(C)

Pay Period ending (b) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	
Reg Hours	(b) (6), (b) (7)(C)		Insurance	(b) (6), (b) (7)(C)		Pay Rate
2nd Loc			Car/Phone Allow.			(b) (6), (b) (7)(C)
Ovt Hours			Rally Prize			
Reg Pay						Hire Date
Ovt Pay						(b) (6), (b) (7)(C)
Other Pay						
Vacation Pay			Insurance Reimb.			
Bonus Pay			Dental/Vision Ins.			
Gross Pay						
Fica Total						
Federal			<u>Other Information</u>	<u>Amount</u>	Marital Status (for tax purposes)	(b) (6), (b) (7)(C)
State			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions	
City/Local			Extra State		State Exemptions	
SDI						
Insurance						

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) /2016

(b) (6), (b) (7)(C)

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) (6), (b) (7)(C) /2016

Pay Period ending (b) (6), (b) (7)(C) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	<u>Pay Rate</u>
Reg Hours	(b) (6), (b) (7)(C)		Insurance	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
2nd Loc			Car/Phone Allow.			
Ovt Hours			Rally Prize			
Reg Pay						
Ovt Pay						
Other Pay						
Vacation Pay			Insurance Reimb.			
Bonus Pay			Dental/Vision Ins.			
Gross Pay						
Fica Total						
Federal			<u>Other Information</u>	<u>Amount</u>	Marital Status (for tax purposes)	(b) (6), (b) (7)(C)
State			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions	
City/Local			Extra State		State Exemptions	
SDI						
Insurance						

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) /2016

(b) (6), (b) (7)(C)



S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) /2016

Pay Period ending (b) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>					
Reg Hours	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Insurance	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Pay Rate (b) (6), (b) (7)(C)				
2nd Loc			Car/Phone Allow.							
Ovt Hours			Rally Prize			Hire Date (b) (6), (b) (7)(C)				
Reg Pay										
Ovt Pay										
Other Pay										
Vacation Pay			Insurance Reimb.							
Bonus Pay			Dental/Vision Ins.							
Gross Pay										
Fica Total										
Federal						(b) (6), (b) (7)(C)				
State										
City/Local										
SDI										
Insurance										
			<u>Other Information</u>	<u>Amount</u>	<u>Marital Status</u> (for tax purposes)					
			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions					
			Extra State		State Exemptions					

(b) (6), (b) (7)(C)

(b) /2016

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

VIRGINIA SANTIAGO

SS# xxx-xx-6753

Emp# 8125

Check No.

Check Date

Net Pay -->

(b) (6), (b) (7)(C)

(b) /2016

(b) (6), (b) (7)(C)

Pay Period ending (b) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	<u>Pay Rate</u>
Reg Hours	(b) (6), (b) (7)(C)		Insurance	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
2nd Loc			Car/Phone Allow.			
Ovt Hours			Rally Prize			
Reg Pay						
Ovt Pay						
Other Pay						
Vacation Pay			Insurance Reimb.			
Bonus Pay			Dental/Vision Ins.			
Gross Pay						
Fica Total						
Federal-						
State						
City/Local						
SDI						
Insurance						
			<u>Other Information</u>	<u>Amount</u>	<u>Marital Status (for tax purposes)</u>	
			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions	
			Extra State		State Exemptions	

(b) (6), (b) (7)(C)

(b) /2016

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) (6), (b) (7)(C) /2016

Pay Period ending (b) (6), (b) (7)(C) /2016

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	<u>Pay Rate</u>
Reg Hours	(b) (6), (b) (7)(C)		Insurance	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
2nd Loc			Car/Phone Allow.			
Ovt Hours			Rally Prize			
Reg Pay						
Ovt Pay						
Other Pay						
Vacation Pay			Insurance Reimb.			
Bonus Pay			Dental/Vision Ins.			
Gross Pay						
Fica Total						
Federal						
State						
City/Local						
SDI						
Insurance						

<u>Other Information</u>	<u>Amount</u>	<u>Marital Status</u> (for tax purposes)
Extra Federal	(b) (6), (b) (7)(C)	
Extra State		

Pay Rate

(b) (6), (b) (7)(C)

Hire Date

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) /2016

(b) (6), (b) (7)(C)

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) (6), (b) (7)(C) 2015

Pay Period ending (b) (6), (b) (7)(C) /2015

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>
Reg Hours	(b) (6), (b) (7)(C)	
2nd Loc		
Ovt Hours		
Reg Pay		
Ovt Pay		
Other Pay		
Vacation Pay		
Gross Pay		
Fica Total		
Federal		
State		
City/Local		
SDI		
Insurance		

Other Deductions

Insurance  
Car/Phone Allow.  
Rally Prize

Insurance Reimb.  
Dental/Vision Ins.

Amount Year To Date

(b) (6), (b) (7)(C)

Pay Rate

(b) (6), (b) (7)(C)

Hire Date

(b) (6), (b) (7)(C)

Other Information

Extra Federal  
Extra State

Amount Marital Status (for tax purposes)

Federal Exemptions  
State Exemptions

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) /2015

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (5), (b) (7)(C)

(b) (5), (b) (7)(C)

(b) (5), (b) (7)(C)

--

S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) (6), (b) (7)(C) /2015

Pay Period ending (b) (6), (b) (7)(C) /2015

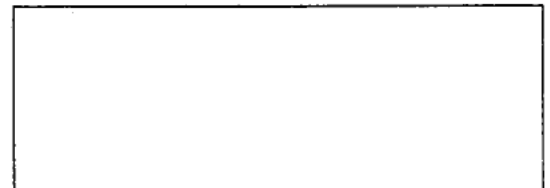
<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	
Reg Hours	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Insurance	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Pay Rate
2nd Loc			Car/Phone Allow.			10.29
Ovt Hours			Rally Prize			
Reg Pay						Hire Date
Ovt Pay						(b) (6), (b) (7)(C)
Other Pay						
Vacation Pay			Insurance Reimb.			
Gross Pay			Dental/Vision Ins.			
Fica Total						
Federal						
State	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	<u>Other Information</u>	<u>Amount</u>	Marital Status (for tax purposes)	(b) (6), (b) (7)(C)
City/Local			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions	
SDI			Extra State	(b) (6), (b) (7)(C)	State Exemptions	
Insurance						

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) 2015

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



S.D.M.C.  
2700 W. BELMONT AVE.  
CHICAGO, IL 60618

(b) (6), (b) (7)(C)

Bank Account

Amount

(b) (6), (b) (7)(C)

SOLDECA, LLC

Store# (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Check No.

Check Date

Net Pay -->

(b) (6), (b) (7)(C) /2015

273.88

Pay Period ending (b) (6), (b) (7)(C) /2015

<u>Pay/Deductions</u>	<u>This Check</u>	<u>YearToDate</u>	<u>Other Deductions</u>	<u>Amount</u>	<u>Year To Date</u>	
Reg Hours	(b) (6), (b) (7)(C)		Insurance	(b) (6), (b) (7)(C)		Pay Rate
2nd Loc			Car/Phone Allow.			(b) (6), (b) (7)(C)
Ovt Hours			Rally Prize			Hire Date
Reg Pay						(b) (6), (b) (7)(C)
Ovt Pay						
Other Pay						
Vacation Pay			Insurance Reimb.			
Gross Pay			Dental/Vision Ins.			
Fica Total						
Federal						
State			<u>Other Information</u>	<u>Amount</u>	Marital Status (for tax purposes)	(b) (6), (b) (7)(C)
City/Local			Extra Federal	(b) (6), (b) (7)(C)	Federal Exemptions	
SDI			Extra State		State Exemptions	
Insurance						

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) /2015

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C)  
(b) (6), (b) (7)(C) Principal

LEAD WITH PURPOSE...ACT WITH CONVICTION

2700 West Belmont, Suite A  
Chicago, IL 60618

OFFICE: 773-961-8453

FAX: 773-293-6297

CELL: (b) (6), (b) (7)(C)  
(b) (6), (b) (7) @decarnier.com

National Labor Relations Board  
NOTICE OF DESIGNATION OF ATTORNEY  
OR REPRESENTATIVE

1951 N Milwaukee  
McDonald's

CASE NO. 13-CA-186446

To: Regional Director,

I, (b) (6), (b) (7)(C), the undersigned, hereby designate  
George Luscombe, whose name and address appear below,  
as my attorney/representative in this proceeding.

This designation shall remain valid until a written revocation of it, signed by me, is filed with the Board.

FULL NAME OF WITNESS
(b) (6), (b) (7)(C)
SIGNATURE OF WITNESS (please sign in ink)
(b) (6), (b) (7)(C)
DATE 11-03-16

NAME OF ATTORNEY/REPRESENTATIVE
George Luscombe
<input checked="" type="checkbox"/> REPRESENTATIVE IS AN ATTORNEY
MAILING ADDRESS
8 S. Michigan Ave Chicago, IL 60603
EMAIL ADDRESS
TELEPHONE NUMBER
312-372-1361

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

1951 N. Milwaukee McDonald's and McDonald's USA LLC,  
Joint Employers

and

CASE 13-CA-186446

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_

(b) (6), (b) (7)(C) for affidavit review only.

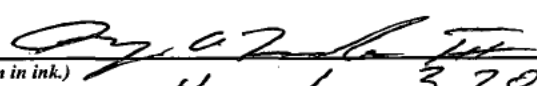
IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

George A. Luscombe III	
NAME:	
MAILING ADDRESS:	Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, 8 S. Michigan Ave. Chicago, IL 60603
E-MAIL ADDRESS:	gluscombe@laboradvocates.com
OFFICE TELEPHONE NUMBER:	312-372-1361
CELL PHONE NUMBER:	FAX: 312-372-6599
SIGNATURE:	
DATE:	(Please sign in ink.) November 3, 2016

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341

Agent's Direct Dial: (312)353-7628

November 9, 2016

Steve A. Miller, ESQ.  
Fisher & Phillips LLP  
10 S. Wacker Dr., Suite 3450  
Chicago, IL 60606-7592

James M. Hux JR., Esq.  
Fisher & Phillips LLP  
10 S. Wacker Dr., Suite 3450  
Chicago, IL 60606-7592

Re: 1951 N. Milwaukee McDonald's and  
McDonald's USA, LLC, joint employers  
Case 13-CA-186446

Dear Mr. Miller and Mr. Hux:

I am writing this letter to advise you that it is now necessary for me to take evidence from your client regarding the allegations raised in the investigation of the above-referenced matter. Set forth below are the allegations and issues on which your evidence is needed, a request to take affidavits, a request for documentary evidence, and the date for providing your evidence.

**Allegations:** The allegations for which I am seeking your evidence are as follows:

The Employer discharged employee (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C) 2016 in retaliation for (b) (6) Union activity.

**Board Affidavits:** I am requesting to take affidavits from (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and any other individuals you believe have information relevant to the investigation of this matter. Please be advised that the failure to present representatives who would appear to have information relevant to the investigation of this matter, for the purposes of my taking sworn statements from them, constitutes less than complete cooperation in the investigation of the charge. Please contact me by November 14, 2016 to schedule these affidavits.

**Documents and Information:** Please provide the following documents and information, along with any and all other evidence you deem to be relevant to the case:

1. Please respond to the allegation that the Employer discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) Union activity.
2. Please explain the reason for the Employer's decision to discharge (b) (6), (b) (7)(C)
3. Please provide examples of other employees who have been discharged for similar reasons as (b) (6), (b) (7)(C) along with the underlying documents related to those employees' discharge.
4. Please provide a list of all employees who have been discharged at the 1951 N. Milwaukee store in the past year, including the employees' names, dates of hire, dates of discharge and reason for discharge.
5. Please provide a copy of (b) (6), (b) (7)(C) personnel file.
6. Please provide any internal correspondence, notes, or other documents related to the Employer's decision to discharge (b) (6), (b) (7)(C)
7. Please provide any other information that you believe is relevant to the investigation of this charge.

**Date for Submitting Evidence:** To resolve this matter as expeditiously as possible, you must provide your evidence and position in this matter by **November 16, 2016**. If you are willing to allow me to take affidavits, please contact me by November 14, 2016 to schedule a time to take affidavits. Electronic filing of position statements and documentary evidence through the Agency website is preferred but not required. To file electronically, go to **www.nlr.gov**, select **E-File Documents**, enter the **NLRB case number**, and follow the detailed instructions. If I have not received all your evidence by the due date or spoken with you and agreed to another date, it will be necessary for me to make my recommendations based upon the information available to me at that time.

Please contact me at your earliest convenience by telephone, (312)353-7628, or e-mail, [jay.greenhill@nrlb.gov](mailto:jay.greenhill@nrlb.gov), so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jay B. Greenhill". The signature is fluid and cursive, with the first name "Jay" being more prominent.

Jay B. Greenhill  
Field Examiner

---

**From:** Barry Bennett <[bbennett@laboradvocates.com](mailto:bbennett@laboradvocates.com)>  
**Sent:** Wednesday, December 7, 2016 4:11 PM  
**To:** Greenhill, Jay B.  
**Subject:** Re: 13-CA-186446

No I'm not.

On Wed, Dec 7, 2016 at 2:27 PM, Greenhill, Jay B. <[Jay.Greenhill@nlrb.gov](mailto:Jay.Greenhill@nlrb.gov)> wrote:

Thank you, Barry. I noticed that [REDACTED] other employees are listed on this strike notice as well; [REDACTED] Are you aware of any of these [REDACTED] employees receiving any discipline following their participation in the [REDACTED] strike?

Jay

**From:** Barry Bennett [mailto:[bbennett@laboradvocates.com](mailto:bbennett@laboradvocates.com)]  
**Sent:** Wednesday, December 07, 2016 11:43 AM  
**To:** Greenhill, Jay B. <[Jay.Greenhill@nlrb.gov](mailto:Jay.Greenhill@nlrb.gov)>  
**Subject:** 13-CA-186446

Jay,

Strike notice/return letter for 4/14/16 strike is attached, listing [REDACTED] as a [REDACTED] The handwritten notes at the bottom mean the letter was delivered to the store at 9:09 pm on 4/13.

Please let me know if there's anything else you need from us.

Thanks.

Barry

--



**BARRY M. BENNETT**

**DOWD, BLOCH, BENNETT, CERVONE, AUERBACH & YOKICH**

8 South Michigan Avenue | 19th Floor | Chicago, IL 60603

Phone [312.372.1361](tel:312.372.1361) | Fax [312.372.6599](tel:312.372.6599)

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich ([office@laboradvocates.com](mailto:office@laboradvocates.com)). Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich. Finally, the recipient should check this email and any attachments for the presence of viruses. Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich accepts no liability for any damage caused by any virus transmitted by this email.

--

**BARRY M. BENNETT**

**DOWD, BLOCH, BENNETT, CERVONE, AUERBACH & YOKICH**

8 South Michigan Avenue | 19th Floor | Chicago, IL 60603

Phone 312.372.1361 | Fax 312.372.6599

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# **WORKERS ORGANIZING COMMITTEE OF CHICAGO**

850 W. Jackson Blvd. Suite 275 Chicago, IL 60607

McDonald's/McDonald's USA, LLC, Joint Employers  
1951 N. Western Ave.  
Chicago, IL 60647

Dear Joint Employers:

This letter is to notify you that on April 14, 2016 the workers whose names are listed below are going on strike. Each of these workers unconditionally offers to return to work after April 14th for her or his next regularly scheduled shift. This notice and unconditional offer to return also applies to other workers who may choose to join the strike. These workers are striking to protest unfair labor practices at numerous locations for which Joint Employer McDonald's USA is responsible, and to demand a \$15 an hour wage and the right to join a Union without interference.

These workers are also striking to protest corporate greed and unfair labor practices occurring here and in workplaces throughout our area, and in solidarity with fast food workers across the country. Additionally, they are striking because we need respect, higher wages, and an end to discrimination.

The Workers Organizing Committee of Chicago is not making a demand for recognition at this time.

McDonald's avoids paying billions of dollars in taxes each year while the hardworking employees at your restaurant and others around the country are forced to try to support their families on poverty-level wages and public benefits. These workers are acting together to pull themselves and others out of poverty so they can live with the dignity that working people deserve.

This is a peaceful, lawful, one-day strike protected by federal labor law. We expect you to obey federal law and refrain from firing or cutting hours, or otherwise discriminating or retaliating against any of your workers for standing together to improve their jobs and to safeguard their rights.

Workers Organizing Committee of Chicago

**(b) (6), (b) (7)(C)**

Case Name: 1951 N. Milwaukee McDonald's and McDonald's USA, LLC, joint employers  
Case No.: 13-CA-186446  
Agent: FX Greenhill

## CASEHANDLING LOG

[illegible]

## ORAL WITHDRAWAL REQUEST FORM

\_\_\_\_Adjusted

RE: 1951 N. Milwaukee McDonald's  
13-CA-186446

On December 13, 2016, in a telephone conversation, Barry Bennett informed the undersigned Board Agent that he desired to withdraw the allegations contained in the above-named charge, and authorized withdrawal on an oral basis.

s/ \_\_\_\_\_Jay Greenhill\_\_\_\_\_  
(Signature of Board Agent)

Withdrawal Request Approved:

\_\_\_\_\_



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341

December 14, 2016

Steve A. Miller, Esq.  
Fisher & Phillips LLP  
10 S. Wacker Dr., Suite 3450  
Chicago, IL 60606-7592

James M. Hux JR., Esq.  
Fisher & Phillips LLP  
10 S. Wacker Dr., Suite 3450  
Chicago, IL 60606-7592

McDonald's USA LLC  
2111 McDonald's Dr  
Oak Brook, IL 60523

Re: 1951 N. Milwaukee McDonald's and  
McDonald's USA, LLC, joint employers  
Case 13-CA-186446

Dear Mr. Miller and Mr. Hux:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/Peter Sung Ohr

Peter Sung Ohr  
Regional Director

cc: (b) (6), (b) (7)(C)  
1951 N. Milwaukee McDonald's  
1951 N Milwaukee Ave  
Chicago, IL 60647-4338

Barry M. Bennett, Attorney at Law  
Dowd Bloch Bennett Cervone Auerbach  
& Yokich  
8 South Michigan Avenue, Suite 1900  
Chicago, IL 60603-3315

Workers Organizing Committee  
of Chicago  
850 West Jackson, Suite 275  
Chicago, IL 60607